EXHIBIT A



Littler Mendelson, P.C. Three Parkway 1601 Cherry Street, Suite 1400 Philadelphia, PA 19102.1321

February 18, 2010

James N. Boudreau 267.402.3029 direct 267.402.3000 main 267.402.3131 fax jboudreau@littler.com

VIA HAND-DELIVERY AND ELECTRONIC MAIL

Gerald Wells, III Faruqi & Faruqi LLP 2600 Philmont Avenue Suite 324 Huntingdon Valley, PA 19006

Re: Laura Symczyk v. Genesis HealthCare Corp., C.A. 09-cv-05782-MMB

Dear Jerry:

Pursuant to Federal Rule of Civil Procedure 68, I enclose an Offer of Judgment from Genesis HealthCare Corporation ("Genesis") to Plaintiff Laura Symczyk for all claims she asserts in the above referenced matter. This Offer of Judgment includes (i) the aggregate amount of \$7,500 inclusive of all damages, liquidated damages, and interest; plus (ii) such reasonable attorneys' fees, costs, and expenses to which Plaintiff is entitled by law, as the Court may determine.

This amount exceeds any amount that Plaintiff could recover in this case and is based on several significant assumptions in her favor. Genesis has made these assumptions solely for purposes of this Offer of Judgment and they would not be available to Plaintiff if this matter continues in litigation. Defendant's methodology is as follows:

Plaintiff contends that Genesis failed to pay her for time spent working through her meal breaks due to the alleged automatic deduction of meal breaks and is thus owed overtime pay and other related relief under the Fair Labor Standards Act ("FLSA"). Genesis denies these claims.

- Plaintiff worked at the Pennypack Center from April 2007 through December 2007 (the "Alleged Damages Period").
- During the Alleged Damages Period, Plaintiff was paid \$30.00 per hour for regular time and \$45.00 per hour for overtime hours.
- We assumed that Plaintiff worked and was not compensated for 30 minutes each workday during the Alleged Damages Period. A copy of Plaintiff's actual time records are enclosed.

Gerald Wells, III February 18, 2010 Page 2

We also gave Plaintiff credit for full (double) liquidated damages under the FLSA.

Within these parameters and based on Plaintiff's time records, we calculated Plaintiff's maximum possible recovery in this litigation to be:

68 overtime hours at \$45.00 an hour = \$3060.00

13 regular hours at \$30.00 an hour = \$390.00

Total = \$3,450.00

 $$3,450 \times 2 \text{ (liquidated damages)} = \text{total alleged damages under the FLSA}$

Genesis offers Plaintiff \$7,500.00 in alleged unpaid wages, plus attorneys' fees, costs and expenses as determined by the Court.

In accordance with Federal Rule of Civil Procedure 68, if Plaintiff has not accepted this Offer of Judgment in writing within ten (10) days after service, this Offer of Judgment shall be deemed withdrawn and no further action will be required by Genesis. Please note that, also in accordance with Rule 68, if Plaintiff obtains a final judgment in this matter that is less favorable than this Offer, Genesis will seek to recover all reasonable costs (potentially defined to include fees under the FLSA) incurred after it made this Offer.

On behalf of Genesis, therefore, we urge Plaintiff to accept this Offer of Judgment by this deadline.

Sincerely,

James) N. Boudreau

JNB/CW

¹ Note that this Offer presumes application of the FLSA's three year statute of limitations for alleged willful violations (which Genesis contends does not apply). In the event the Court applied the FLSA's two year statute of limitations for non-willful violations, Plaintiff's maximum recover is virtually zero. In addition, there is no obligation under the FLSA to pay straight time wages allegedly due and owing, and certainly no obligation to liquidate them. To encourage Plaintiff's acceptance of this Offer, however, Genesis has elected to include such alleged damages in its Offer.

IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

LAURA SYMCZYK,

Plaintiff,

Case No. 2:09-cv-05782-MMB

٧.

Honorable Michael M. Baylson

GENESIS HEALTHCARE CORPORATION, et al,

Defendants.

DEFENDANTS' OFFER OF JUDGMENT

TO PLAINTIFF LAURA SYMCZYK:

PLEASE TAKE NOTICE that Defendants Genesis HealthCare Corp. and ElderCare Resources Corporation hereby offer to allow entry of judgment under Rule 68 of the Federal Rules of Civil Procedure as follows:

Judgment in favor of Plaintiff against Defendants on Plaintiff's Complaint and all causes of action alleged therein in the total sum of seven thousand, five hundred dollars (\$7,500.00), exclusive of attorneys' fees and costs accrued to date. This amount represents the total amount Defendants shall be obligated to pay on account of any liability claimed herein.

This Offer of Judgment is made for the purposes specified in Rule 68 and is not to be construed as an admission that Defendants are liable in this action or that Plaintiff has suffered any damage. If Plaintiff fails to obtain a more favorable

judgment against Defendants, please take notice that pursuant to Rule 68(d),

Defendants will ask the Court to deny Plaintiff any post-offer costs, including
attorneys' fees, and for an award of Defendants' post-offer costs, including but not
limited to, their attorneys' fees, a sum to cover costs of the services of experts in
preparation for trial, costs incurred during trial, and such other costs and fees as the
Court deems proper, in addition to any other rights and remedies available under
the law.

This Offer will remain open until it expires by operation of law, unless otherwise withdrawn by Defendants. Evidence of this Offer is not admissible except in a proceeding to determine costs and/or fees.

James N. Boudreau Michele H. Malloy

Christina Tellado-Winston

LITTLER MENDELSON, P.C.

Three Parkway 1601 Cherry Street, Suite 1400 Philadelphia, PA 19102.1321

Attorneys for Defendants Genesis HealthCare Corp. and Eldercare Resources

Dated: February 18, 2010

CERTIFICATE OF SERVICE

I hereby certify that on the date indicated below I caused a copy of the foregoing *Defendants' Offer of Judgment* to be served upon the following counsel of record by the methods indicated below:

VIA Hand Delivery:

Gerald Wells, Esquire Faruqi & Faruqi LLP 2600 Philmont Avenue Suite 324 Huntingdon Valley, PA 19006

Counsel for Plaintiff

Dated: February 18, 2010

EMPLID	LAST NAME	FIRST NAME	APPLY DATE PAY CODE	HOURS	WAGE AMT
80221932		Laura	Monday, April 30, 2007 Orientation NP	5.00	\$150.00
80221932	Symczyk	Laura	Tuesday, May 01, 2007 Orientation NP	8.28	\$248.50
80221932	Symczyk	Laura	Wednesday, May 02, 2007 Orientation NP	8.00	\$240.00
80221932		Laura	Thursday, May 03, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Friday, May 04, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Monday, May 07, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Tuesday, May 08, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Wednesday, May 09, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Thursday, May 10, 2007 Training	8.00	\$240.00
80221932	Symczyk	Laura	Monday, May 14, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Tuesday, May 15, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Wednesday, May 16, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Thursday, May 17, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Friday, May 18, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Monday, May 21, 2007 Orientation NP	8.33	\$250.00
80221932	Symczyk	Laura	Tuesday, May 22, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Wednesday, May 23, 2007 Orientation NP	8.00	\$240.00
80221932	Symczyk	Laura	Thursday, May 24, 2007 Orientation NP	6.67	\$200.00
80221932	Symczyk	Laura	Thursday, May 24, 2007 Overtime	1.33	\$60.00
80221932	Symczyk	Laura	Friday, May 25, 2007 Overtime	8.00	\$360.00
80221932	Symczyk	Laura	Friday, May 25, 2007 Training	9.00	\$270.00
80221932	Symczyk	Laura	Monday, May 28, 2007 Holiday	8.00	\$240.00
80221932	Symczyk	Laura	Monday, May 28, 2007 Regular	8.00	\$240.00
80221932	Symczyk	Laura	Tuesday, May 29, 2007 Regular	8.00	\$240.00
.80221932 \$	Symczyk	Laura	Wednesday, May 30, 2007 Regular	8.00	\$240.00
80221932 3	Symczyk	Laura	Thursday, May 31, 2007 Regular	8.28	\$248.50
80221932 3	Symczyk	Laura	Saturday, June 02, 2007 Overtime	0.28	\$12.75
80221932 5		Laura	Saturday, June 02, 2007 Regular	7.72	\$231.50
80221932 \$	Symczyk	Laura	Sunday, June 03, 2007 Regular	8.00	\$240.00
80221932 \$	Symczyk	Laura	Tuesday, June 05, 2007 Regular	8.00	\$240.00
80221932 8	Symczyk	Laura	Wednesday, June 06, 2007 Regular	8.00	\$240.00
80221932 8		Laura	Thursday, June 07, 2007 Regular	8.17	\$245.00
80221932 \$	Symczyk	Laura	Friday, June 08, 2007 Overtime	0.17	\$7.50
80221932 5	Symczyk	Laura	Friday, June 08, 2007 Regular	7.83	\$235.00
80221932 \$	Symczyk	Laura	Monday, June 11, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Tuesday, June 12, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Wednesday, June 13, 2007 Regular	8.00	\$240.00
80221932 S	Symczyk	Laura	Thursday, June 14, 2007 Regular	8.17	\$245.00
80221932 S	Symczyk	Laura	Saturday, June 16, 2007 Overtime	0.17	\$7.50
80221932 S		Laura	Saturday, June 16, 2007 Regular	7.83	\$235.00
80221932 S		Laura	Sunday, June 17, 2007 Regular	8.00	\$240.00
80221932 S	ymczyk	Laura	Monday, June 18, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Wednesday, June 20, 2007 Regular	8.00	\$240.00
80221932 S	• •	Laura	Thursday, June 21, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Friday, June 22, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Monday, June 25, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Tuesday, June 26, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Thursday, June 28, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Friday, June 29, 2007 Regular	8.00	\$240.00
80221932 S	ymczyk	Laura	Saturday, June 30, 2007 Regular	8.00	\$240.00

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EMPLIDLAST NAMEFIRST NAMEAPPLY DATE PAY CODEH80221932SymczykLauraSunday, July 01, 2007Regular	8.00	WAGE AMT \$240.00
80221932 Symczyk Laura Tuesday, July 03, 2007 Regular		•
80221932 Symczyk Laura Wednesday, July 04, 2007 Holiday	8.00	\$240.00
80221932 Symczyk Laura Wednesday, July 04, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Thursday, July 04, 2007 Regular	8.00	\$240.00
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, and the state of	8.28	\$248.50
20001000	8.00	\$240.00
80221932 Symczyk Laura Thursday, July 19, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Friday, July 20, 2007 Overtime	0.28	\$12.75
80221932 Symczyk Laura Friday, July 20, 2007 Regular	7.72	\$231.50
80221932 Symczyk Laura Monday, July 23, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Tuesday, July 24, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Wednesday, July 25, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Thursday, July 26, 2007 Regular	9.00	\$270.00
80221932 Symczyk Laura Saturday, July 28, 2007 Overtime	1.00	\$45.00
80221932 Symczyk Laura Saturday, July 28, 2007 Regular	7.00	\$210.00
80221932 Symczyk Laura Sunday, July 29, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Monday, July 30, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Wednesday, August 01, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Thursday, August 02, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Friday, August 03, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Monday, August 06, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Tuesday, August 07, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Wednesday, August 08, 2007 Hourly Sick	8.00	\$240.00
80221932 Symczyk Laura Thursday, August 09, 2007 Hourly Sick	8.00	\$240.00
80221932 Symczyk Laura Saturday, August 11, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Sunday, August 12, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Tuesday, August 14, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Wednesday, August 15, 2007 Hourly Personal	8.00	\$240.00
80221932 Symczyk Laura Thursday, August 16, 2007 Hourly Personal	8.00	\$240.00
80221932 Symczyk Laura Friday, August 17, 2007 Hourly Vacation	8.00	\$240.00
80221932 Symczyk Laura Monday, August 20, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Tuesday, August 21, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Wednesday, August 22, 2007 Regular	8.57	\$257.00
80221932 Symczyk Laura Thursday, August 23, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Saturday, August 25, 2007 Overtime	0.57	\$25.50
80221932 Symczyk Laura Saturday, August 25, 2007 Regular	7.43	\$223.00
80221932 Symczyk Laura Sunday, August 26, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Monday, August 27, 2007 Regular	8.17	\$245.00
80221932 Symczyk Laura Tuesday, August 28, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Thursday, August 30, 2007 Regular	8.00	\$240.00
80221932 Symczyk Laura Friday, August 31, 2007 Overtime	0.17	\$7.50
80221932 Symczyk Laura Friday, August 31, 2007 Regular	7.83	\$235.00

		FIRST NAME	APPLY DATE PAY CODE	HOURS	WAGE AMT
80221932		Laura	Monday, September 03, 2007 Holiday	8.00	\$240.00
80221932	•	Laura	Monday, September 03, 2007 Regular	8.00	\$240.00
80221932		Laura	Tuesday, September 04, 2007 Regular	8.00	\$240.00
80221932	•	Laura	Wednesday, September 05, 2007 Regular	8.00	\$240.00
80221932		Laura	Thursday, September 06, 2007 Regular	8.00	\$240.00
80221932		Laura	Saturday, September 08, 2007 Regular	8.00	\$240.00
80221932		Laura	Sunday, September 09, 2007 Regular	8.00	\$240.00
80221932		Laura	Tuesday, September 11, 2007 Regular	8.00	\$240.00
80221932		Laura	Wednesday, September 12, 2007 Regular	8.00	\$240.00
80221932		Laura	Thursday, September 13, 2007 Regular	8.00	\$240.00
80221932	Symczyk	Laura	Friday, September 14, 2007 Overtime	0.47	\$21.00
80221932	Symczyk	Laura	Friday, September 14, 2007 Regular	8.00	\$240.00
80221932		Laura	Monday, September 17, 2007 Regular	8.00	\$240.00
80221932	Symczyk	Laura	Tuesday, September 18, 2007 Regular	8.83	\$265.00
80221932	Symczyk	Laura	Wednesday, September 19, 2007 Regular	8.17	\$245.00
80221932	Symczyk	Laura	Thursday, September 20, 2007 Regular	8.00	\$240.00
80221932	Symczyk	Laura	Saturday, September 22, 2007 Overtime	1.00	\$45.00
80221932	Symczyk	Laura	Saturday, September 22, 2007 Regular	7.00	\$210.00
80221932	Symczyk	Laura	Sunday, September 23, 2007 Regular	8.00	\$240.00
80221932	Symczyk	Laura	Monday, September 24, 2007 Regular	8.00	\$240.00
80221932	Symczyk	Laura	Wednesday, September 26, 2007 Regular	8.00	\$240.00 \$240.00
80221932	Symczyk	Laura	Thursday, September 27, 2007 Regular	8.00	\$240.00
80221932	Symczyk	Laura	Friday, September 28, 2007 Regular	8.00	\$240.00
80221932	Symczyk	Laura	Monday, October 01, 2007 Regular	8.32	
80221932 5	Symczyk	Laura	Tuesday, October 02, 2007 Regular	8.00	\$249.50
80221932 \$		Laura	Wednesday, October 03, 2007 Regular	8.00	\$240.00
80221932 8	Symczyk	Laura	Thursday, October 04, 2007 Regular	8.00	\$240.00
80221932 5	Symczyk	Laura	Saturday, October 06, 2007 Overtime		\$240.00
80221932 \$		Laura	Saturday, October 06, 2007 Regular	0.32	\$14.25
80221932 \$		Laura	Sunday, October 07, 2007 Regular	7.68	\$230.50
80221932 \$		Laura	Tuesday, October 09, 2007 Regular	8.00	\$240.00
80221932 \$	Symczyk	Laura	Wednesday, October 10, 2007 Regular	8.15 8.00	\$244.50
80221932 S	Symczyk	Laura	Thursday, October 11, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Friday, October 12, 2007 Overtime		\$240.00
80221932 \$		Laura	Friday, October 12, 2007 Regular	0.15	\$6.75
80221932 S	•	Laura	Monday, October 15, 2007 Regular	7.85	\$235.50
80221932 S		Laura	Tuesday, October 16, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Wednesday, October 17, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Friday, October 19, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Saturday, October 20, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Sunday, October 20, 2007 Regular Sunday, October 21, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Monday, October 21, 2007 Regular Monday, October 22, 2007 Hourly Sick	8.00	\$240.00
80221932 S		Laura	Wednesday, October 24, 2007 Hourly Sick	8.00	\$240.00
80221932 S		Laura	Thursday, October 25, 2007 Hourly Vacation	7.12	\$213.50
80221932 S	* .	Laura	Friday, October 25, 2007 Hourly Vacation Friday, October 26, 2007 Hourly Vacation	8.00	\$240.00
80221932 S		Laura	Monday, October 29, 2007 Regular	8.00	\$240.00
80221932 S		Laura	Tuesday, October 30, 2007 Regular	8.75	\$262.50
80221932 S	· .	Laura	Wednesday, October 31, 2007 Regular	8.00	\$240.00
80221932 S	• •	Laura	Thursday, November 01, 2007 Regular	8.00	\$240.00
80221932 S	- •	Laura	Saturday, November 01, 2007 Regular Saturday, November 03, 2007 Overtime	8.00	\$240.00
•.	, ,.,		Oddinay, November 03, 2007 Overtime	0.75	\$33.75

	TNAME FIRST	NAME	APPLY DATE PAY CODE	HOURS	WAGE AMT
80221932 Symo	-	l	Saturday, November 03, 2007 Regular	7.25	\$217.50
80221932 Symo	•	1	Sunday, November 04, 2007 Regular	8.00	\$240.00
80221932 Symo		ŧ	Tuesday, November 06, 2007 Regular	8.25	\$247.50
80221932 Symo		!	Wednesday, November 07, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Thursday, November 08, 2007 Hourly Vacation	8.00	\$240.00
80221932 Symo	•		Friday, November 09, 2007 Hourly Vacation	8.00	\$240.00
80221932 Symo			Monday, November 12, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Tuesday, November 13, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Wednesday, November 14, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Thursday, November 15, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Saturday, November 17, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Sunday, November 18, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Tuesday, November 20, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Wednesday, November 21, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Thursday, November 22, 2007 Holiday	8.00	\$240.00
80221932 Symo	•		Thursday, November 22, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Friday, November 23, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Monday, November 26, 2007 Regular	8.00	\$240.00
80221932 Symo	•		Tuesday, November 27, 2007 Regular	8.00	\$240.00
80221932 Symc	•		Wednesday, November 28, 2007 Regular	8.13	\$244.00
80221932 Symc	•		Thursday, November 29, 2007 Regular	8.00	\$240.00
80221932 Symc	•	."	Saturday, December 01, 2007 Overtime	7.70	\$346.50
80221932 Symc	•		Saturday, December 01, 2007 Regular	7.87	\$236.00
80221932 Symc	•		Tuesday, December 04, 2007 Regular	8.00	\$240.00
80221932 Symc	•		Wednesday, December 05, 2007 Regular	8.00	\$240.00
80221932 Symc			Thursday, December 06, 2007 Regular	8.00	\$240.00
80221932 Symc			Friday, December 07, 2007 Regular	8.00	\$240.00
80221932 Symc	•		Monday, December 10, 2007 Regular	8.00	\$240.00
80221932 Symc	•		Tuesday, December 11, 2007 Regular	8.00	\$240.00
80221932 Symc	-		Wednesday, December 12, 2007 Regular	8.00	\$240.00
80221932 Symc			Friday, December 14, 2007 Regular	8.00	\$240.00
80221932 Symc:	•		Saturday, December 15, 2007 Regular	8.00	\$240.00
80221932 Symc	•		Sunday, December 16, 2007 Regular	8.00	\$240.00
80221932 Symc			Tuesday, December 18, 2007 Regular	8.75	\$262.50
80221932 Symc	7		Wednesday, December 19, 2007 Regular	8.00	\$240.00
80221932 Symc			Thursday, December 20, 2007 Regular	8.00	\$240.00
80221932 Symc			Monday, December 24, 2007 Regular	8.00	\$240.00
80221932 Symcz	•		Tuesday, December 25, 2007 Holiday	8.00	\$240.00
80221932 Symcz	•		Tuesday, December 25, 2007 Regular	7.85	\$235.50
80221932 Symcz	•		Wednesday, December 26, 2007 Regular	8.00	\$240.00
80221932 Symcz	-		Thursday, December 27, 2007 Regular	8.00	\$240.00
80221932 Symcz			Saturday, December 29, 2007 Regular	8.00	\$240.00
80221932 Symcz	zyk Laura		Sunday, December 30, 2007 Regular	8.00	\$240.00